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**AGREEMENT**

**BETWEEN**

**THE TOWN OF HAMMONTON**

and

**HAMMONTON F.O.P. LODGE 44  
FRATERNAL ORDER OF POLICE**

Effective

January 1, 1991 through January 1, 1993

**CONTRACT CHANGES IN BOLDFACE TYPE**

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## ARTICLE I

### PREAMBLE

THIS AGREEMENT, made this 26 day of December, 1990 between the HAMMONTON F.O.P. LODGE 44, FRATERNAL ORDER OF POLICE, party of the first part; and THE TOWN OF HAMMONTON, a municipal corporation of the State of New Jersey, County of Atlantic, State of New Jersey, part of the second part; and

### WITNESSETH:

WHEREAS, the parties hereto have by virtue of collective bargaining developed an employment contract, which contract represents the complete and final understanding on all bargainable issues between the parties.

## ARTICLE II

### RECOGNITION

The Town hereby by these premises recognizes the F.O.P. as the sole and exclusive representative of all patrolmen, sergeants, lieutenants, captains & chief covered under this Agreement for the purpose of bargaining with respect to rates of pay, wages, hours of work and other conditions of employment. It shall also include the Fire-Marshal, K-9 and Special Services Unit.

The designation of Policeman shall be defined to include the plural as well as the singular and to include males and females, uniformed members and uniformed members assigned to plainclothes duty.

## ARTICLE III

### RIGHTS

Nothing contained herein shall be construed to deny or restrict any policeman or the Town any such rights to which they may be entitled under any other

applicable law and/or regulation. The rights granted herein shall be deemed to be in addition to those provided elsewhere.

The Town hereby agrees that it shall not discriminate against any Police Officer with respect to hours, wages or any terms or conditions of employment. If a member officer is under arrest or is likely to be, that is, if he is a suspect or target of a criminal investigation, he shall be immediately warned of all of his constitutional rights pursuant to the Constitution of the United States and of New Jersey and be immediately permitted to consult with counsel of his own choosing prior to any questioning taking place. Reimbursement of counsel costs, if any, will be in accordance with the New Jersey Statutes.

A Police Officer shall have the right to inspect his/her personnel file with a reasonable time after making a formal request for same, provided that the Chief of Police or his designated representative is present at the designated time.

It is further agreed that the Police Officer shall retain all Civil Rights under the New Jersey Statutes and Federal Law, and be given the opportunity to pursue them pursuant to the applicable laws.

The Town reserves and retains the right to the following:

1. To the executive management and administrative control of the Town Government and its properties and facilities and the activities of its employees.
2. To hire all employees and subject to the provisions of law, to determine the qualifications and conditions for continued employment or assignment and to promote and transfer employees within the Police Department.
3. To suspend, demote, discharge or take other disciplinary action for good and just cause according to law.

The exercise of the foregoing powers, rights, authority, duties and responsibilities of the Town, the adoption of policies, rules, regulation and practices furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this Agreement and then only to the extent such specific and express terms hereof are in conformance with the Constitution and Laws of the State of New Jersey and of the

United States. Nothing herein shall be construed to deny or restrict the Town of its power, rights, authority duties and responsibilities under N.J.S.A. 40 and 40A or any other national, state, county or local laws or ordinances.

If any provision of this agreement or any application of this agreement to any member or group of members is held to be contrary to state law, then such provision and application shall not be deemed invalid and subsisting except to the extent permitted by law. All other provision and applications contained herein shall continue in full force and effect. In the event any provision as aforesaid is deemed to be invalid, then the parties hereto agree to meet forthwith for the purpose of negotiating a provision to take the place of said invalid provision r application.

The provision of this agreement shall be subject to and subordinate to and shall annul or modify existing applicable provision of state and local laws except such particular provisions of this contract modify existing local laws.

#### ARTICLE IV

##### COURT TIME

A member required to appear while off-duty in the Municipal Court of the Town of Hammonton, shall be paid the sum of \$50.00 for said appearance during the 1991 calendar year. For the second and third year of this contract (1992 & 1993) the payment to the member shall be \$50.00

A member required to appear while off-duty in any other court or agency other than Hammonton Municipal Court during 1991 shall receive \$75.00 for said appearance unless the appearance is over four (4) hours. During the 1992 & 1993, said payment to the member shall be \$75 Unless the appearance requires more than four (4) hours.

Should said member be required to remain beyond four (4) hours, said member shall receive a total of \$100 in payment for all years of this contract.

A member working his normal duty hours shall receive his normal pay if he is required to appear in court.

Members, upon request, will be direct to submit for approval to Mayor and Council their application for addition remuneration under this Article.

## ARTICLE V

### COLLEGE INCENTIVE PAYMENT

In addition to the compensation provided for in this agreement, members who have earned college credits leading to a degree shall receive additional compensation at a rate of \$10 per credit up to a maximum total credit of \$400, which amount shall be compensated at the beginning of each fiscal year and shall only apply to the successful completion of police-related courses, limited to police science, police administration, criminal justice, psychology and sociology.

Mayor and Council further agree to request that the Chief of Police post notice advising all members of the availability of any police training schools or seminars when the Chief receives notice of same.

## ARTICLE VI

### CLOTHING ALLOWANCE

The Town hereby agrees to continue to furnish an initial issue of uniforms to all new patrolmen. The Town shall then provide the following allowance during and throughout the term of this contract:

\$500 per year for patrolmen; \$700 per year for plainclothes detectives; \$600 per year for K-9 patrolmen. Said clothing allowance shall be paid directly to the men at the last meeting in June of each year. All clothing shall be purchased from one vendor chosen by the police department.

Should any clothing or personal effects be damaged in the line of duty, such shall be repaired or replaced at the Town's expense.

The purpose of the clothing allowance is solely to provide the person covered by this contract with sufficient funds to purchase the types and amounts of clothing deemed necessary by the Police Department Chief or his designated representative.

In order to insure that abuses do not take place, either by or against any police personnel, the following procedure shall be followed:

1. During the term of this contract, records will be kept for each evidence or purchase. The average yearly expenditure for the three-year period of this contract shall be \$250.00 per year for patrolmen; \$250.00 per year for plainclothes detectives; \$250.00 per year for K-9 patrolmen.

2. When the term of this contract expires, anyone not providing proof of purchase in the amount shown under #1 will receive only reimbursements in the amount specified by proof of purchase slips.

3. If during the term of this contract the Police Department Chief or his designated representative requires officer to secure a new type of clothing, different from the present issue or such items changed in kind, the cost incurred shall be borne by the employee up to an amount not to exceed the clothing allotment for any one year. All cost above said amount will be borne by the Town.

## ARTICLE VII

### CLOTHING MAINTENANCE

Each member shall be entitled to clothing maintenance allowance in the amount of \$650 per year for the duration of this contract, with said allowance payable semi-annually.

## ARTICLE VIII

### PERSONAL LEAVE

Members shall be granted personal leave without deduction from pay or time owed for the following reasons :

a. Death in the immediate family, from the date of death to and including the day of the funeral, with a maximum of three (3) days. In the event of travel, the number of days shall be determined by the Superior Officer.

b. Serious illness in the immediate family residing with the police officer - no more than three (3) working days. Child birth for spouse shall be limited to three (3) working days

c. Each police officer shall be entitled to two (2 ) days personal time without giving the reason therefor over and above the days set forth in (a) or (b) above.

d. Immediate family, for all purposes of this contract, shall be defined as the parent, grandparent, spouse, spousal grandparent, child, brother, sister, father-in-law, mother-in-law, sister-in-law and brother-in-law.

e. Any time granted off under this Article shall not be deducted from any other time or benefits owed to the police officer.

## ARTICLE IX

### WORK WEEK AND OVERTIME

For the purposes of this contract, the present working hours shall be deemed to be continued in effect for all members of the department.

In the event any member is required to work beyond his designated daily work hours, he will be entitled to receive additional pay at the rate of one and one-half (1 1/2 ) times the time required to work. Such pay shall be a cash payment made semi-annually, until such time as the entire cost of overtime for the entire department reaches a minimum of \$30,000. Any overtime above this amount shall be paid in compensatory time.

In the event that a member shall be required to work on his vacation days, he shall received double compensatory time for the time required to work.

Anytime an off-duty officer is called on duty, he shall receive a minimum of four (4) hours pay at one (1 ) time the officer's pay rate.

All overtime pay shall be paid in the first pay of the month immediately following said overtime duty and approved by Mayor and Council.

All compensatory time must be taken during the calendar year it is earned unless such time is accumulated during the month of December, in which event all compensatory time must be taken no later than the following January 31st. All accumulated compensatory time off shall be recorded and accumulated on an hourly basis. Such time shall be taken when requested by a number in (8) hour allocations.



Said time shall be given or taken in such a manner as will not leave the Police Department understaffed at any given time.

Anytime an officer's schedule is changed within 48 hours after a new schedule has been posted, the officer shall receive four (4) hours compensation at straight time.

#### ARTICLE X

##### VACATIONS AND HOLIDAYS

The present schedule for vacations and holidays shall continue for the term of this contract. In addition thereto, members shall receive equal time off whenever other Town employees are granted time off in observance of any Federal, State, or local holiday or by proclamation of Mayor and Council, excepting particular emergency situations which may arise concurrently thereto.

#### ARTICLE XI

##### SICK LEAVE

Sick leave shall be compensated on the same basis as presently provided by existing law and shall be accumulated and compensated in the same manner as all other employees of the Town of Hammonton.

#### ARTICLE XII

##### LEAVE OF ABSENCE

Leaves of absence may be granted by the Town for emergency situations by Mayor and Town Council.

#### ARTICLE XIII

##### RETIREMENT

Members shall retain all pension rights under New Jersey law and ordinances of the Town of Hammonton.

## ARTICLE XIV

### MILITARY LEAVE

Military leave shall be granted pursuant to State and Federal Statutes regulations.

## ARTICLE XV

### INSURANCE, HEALTH AND WELFARE

The Town shall provided Health Care Insurance and Major Medical insurance for the member. The carrier or provider of said insurance shall be at the discretion of the Town. If the Town provide additional medical or health insurance to its other employees during the term of this contract, such coverage shall be afforded all members of Hammonton's Police Department.

The Town shall provide legal advice and counsel to each member pursuant to present State statutes (N.J.S.A. 40A:14-1SS).

The Town shall provide a complet physical on an annual basis for all members. The Town shall select amount a list of three (3) local physicians submitted by F.O.P.

## ARTICLE XVI

### VEHICLES

In the event that a member is formally requested to utilize his own vehicle for purposes of police-related business, he shall be compensated at the rate allowable by the IRS per mile and shall be reimbursed for tolls and meals. The foregoing shall be paid upon the submission of appropriate proofs and receipts and upon approval of Mayor and Council.

## ARTICLE XVII

### GRIEVANCE PROCEDURE

The purpose of the grievance procedure shall be to settle all grievances between the Town and the F.O.P. and its members as quickly as possible, so as to assure efficiency and promote members' morale. A grievance is defined as any

disagreement between the Town and the member of the F.O.P. involving the interpretation , application or violation of policies, agreements and administrative decisions affecting them. All grievances shall be processed as follows:

(a) They shall be discussed with the member involved and the F.O.P. representatives, with the Chief of the Department, or any representative designated by him. An answer shall be made to the F.O.P. within five (5) calendar days by the Chief or his designated representative.

(b) If the grievance is not settled through step (a), the same shall be reduced to writing by the F.O.P. and submitted to the Mayor and Council or any person designated by council, and the answer to such grievance shall be made in writing, a copy to the F.O.P., within five (5) days after the next regular meeting of Mayor and Council after submission of the grievance to them.

(c) If the grievance is not settled through steps (a) and (b), the F.O.P. shall have the right to submit the dispute to arbitration pursuant to the rules and regulations of the New Jersey State Board of Mediation. The arbitrators shall have full power to hear the dispute and make a final determination which shall be binding on all parties. The cost of the arbitration shall be borne equally by the Town and the F.O.P.

(d) Notwithstanding the foregoing should any grievance result from a disciplinary action against an officer; N.J.S.A. 40A:14-147 shall be fully complied with by the Town

**ARTICLE XVIII**

**SALARY SCHEDULE**

The salary range for all members of the Hammonton Police Department shall be as follows:

**PATROLMAN 1991**

Starting Salary - while in school	\$21,000.00
First Year Salary	\$22,000.00
Second Year Salary	\$24,000.00
Third Year Salary	\$26,000.00
Fourth Year Salary	\$28,000.00
Fifth Year Salary	\$30,000.00
Sixth Year Salary	\$32,500.00 maximum salary

**SERGEANT**

First Year	\$35,000.00
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**LIEUTENANT**

First Year	\$37,300.00
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**CAPTAIN**

Salary per year	\$41,000.00
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**CHIEF**

Salary per year	\$45,000.00
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\*Any officer assigned to K-9 or Detective bureau shall receive in addition to the above, \$500.00 per year

# **FIRE MARSHALL**

<b>1991</b>	<b>\$21,500.00</b>
<b>1992</b>	<b>\$23,500.00</b>
<b>1993</b>	<b>\$25,000.00</b>

**PATROLMAN**

**1992**

Starting Salary - while in school	\$22,500.00
First Year Salary	\$23,500.00
Second Year Salary	\$25,500.00
Third Year Salary	\$27,500.00
Fourth Year Salary	\$29,500.00
Fifth Year Salary	\$31,500.00
Sixth Year Salary	\$34,000.00 maximum salary

**SERGEANT**

First Year	\$37,000.00
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**LIEUTENANT**

First Year	\$39,000.00
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**CAPTAIN**

Salary per year	\$43,000.00
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**CHIEF**

Salary per year	\$50,500.00
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\*Any officer assigned to K-9 or Detective bureau shall receive in addition to the above, \$600.00 per year .

**PATROLMAN**

**1993**

Starting Salary - while in school	\$24,000.00
First Year Salary	\$25,000.00
Second Year Salary	\$27,000.00
Third Year Salary	\$29,000.00
Fourth Year Salary	\$31,000.00
Fifth Year Salary	\$33,000.00
Sixth Year Salary	\$35,500.00 maximum salary

**SERGEANT**

First Year	\$39,000.00
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**LIEUTENANT**

First Year	\$41,000.00
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**CAPTAIN**

Salary per year	\$45,000.00
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**CHIEF**

Salary per year	\$54,000.00
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\*Any officer assigned to K-9 or Detective bureau shall receive in addition to the above, \$700.00 per year .

For the purpose of this contract, an anniversary date shall be determined to be January 1 of each given year and any employee in the full-time employment of the Police Department of the Town of Hammonton within the ranks as set forth above shall be considered to have a full year's credit for any year in which he is employed as of December 31, of that year.

#### ARTICLE XIX

##### LONGEVITY

All employee shall be entitled to a longevity increment of \$100.00 per year.

#### ARTICLE XX

##### TERMINATION ALLOWANCE

An officer who has twenty-five (25) years or more of service at the time of his retirement shall be entitled to seventy-five (75%) of any unused accumulated sick leave up to a maximum of Ten Thousand Dollars (\$10,000.00). For the purpose of this article, the 25-year period is computed from the actual hiring date and not through the automatic January 1 anniversary date hereinabove set forth.

#### ARTICLE XXI

##### DURATION

This Agreement shall be effective as of January 1, 1991 and shall terminate on December 31, 1993.

#### ARTICLE XXII

##### CONTRACT NEGOTIATIONS

Negotiations for the next contract shall commence on August 1, 1993 or as such time as would be agreed upon between the respective negotiating teams.

In the event that no agreement is reached between the parties by November 1, 1993, and unless otherwise agreed by and between the parties hereto, it shall be



deemed that an impasse has been reached. The parties then agree to mediation pursuant to N.J.S.A. 34: 13A-1, et seq. Should an agreement not be reached following mediations, the parties agree to submit the issues remaining to arbitration, which decision on the terms of said collective bargaining agreement shall be deemed to be binding as to the parties.

The costs of said arbitration include said arbitrator's fees and shall be borne equally between the parties and said arbitrator shall be selected in accordance with the rules and regulations of the Public Employment Commission.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective representatives and appropriate attested thereto.

Attest:

Susanne C. [Signature]

HAMMONTON F.O.P., LODGE 44

By:

Frank R. Ingemi  
FRANK R. INGEMI, Chairman  
Negotiating Committee

Attest:

Diane De Cicco  
DIANE DE CICCIO, CLERK

TOWN OF HAMMONTON

By:

Louis De Marco  
LOUIS DE MARCO, MAYOR

NAME OF EMPLOYEE	DATE CONT. EMP.	TERM CONT. EMP.	TITLE	(1991) BASE SALARY	1990 SALARY	LONGEVITY	PROPER INCREMENT	TOTAL ADJUSTMENT	TOTAL
Mike Delaurentis	11/1/61	29Y 2M	Police Chief	45,000.	45,500.	3,000.		2,500.	48,000.
Frank LaSasso	9/58; 2.64; 5-63; 10/66 9/67	30Y 1M	Captain	41,000.	42,000.	3,100.		2,100.	44,100.
William Pinto	5/1/64-10/16/70; 3/16/71-7/4/72 8/16/73	25Y	Lieutenant	37,300.	37,630.	2,500.		2,170.	39,800.
Joseph Maimone	2/16/70	20Y 10M	Lieutenant	37,300.	37,630.	2,100.		1,770.	39,400.
Salvatore Capozza	1/1/72	19Y	Lieutenant	37,300.	36,920.	1,900.		2,280.	39,200.
Robert Frederico	2/16/66 (60 day suspension) 4/25/90-6/23/90	24Y 8M	Sergeant / Detective	35,000. +500. 34,300.	34,500. 34,630.	2,500.		2,620.	37,250.
Edward Aiello	2/1/66	24Y 11M	Sergeant	35,000.	34,980.	2,500.		2,520.	37,500.
Frank Ingemi (K-9)	11/15/70	20Y 1M	Sergeant	35,000. +500.	35,380.	2,100.		2,220.	37,600.
John Mavilla	7/1/71-1/4/72 10/16/76	14Y 8M	Sergeant	35,000.	34,320.	1,500.		2,180.	36,500.
David Noss	4/1/77	13Y 9M	Sergeant	35,000.	34,320.	1,400.		2,080.	36,400.
Charles Sbarra	5/16/67	23Y 7M	Police Officer	32,500.	32,330.	2,400.		2,570.	34,900.
Anthony Scaltrito	4/16/71	19Y 8M	Police Officer Assign. Det.	32,500. +500.	31,720.	2,000.		3,280.	35,000.
John Panepinto	8/16-69-73 9/16/73	21Y 2M	Police Officer	32,500.	32,330.	2,200.		2,370.	34,700.
Robert Cramer	4/27/82	8Y 8M	Police Officer-Det	32,500. +500.	31,110.	900.		2,790.	33,900.
Robert Jones (K-9)	9/1/85	5Y 4M	Police Officer	32,500. +500.	26,920.	600.		6,680.	33,600.
Nicholas Salvatore	9/1/85	5Y 4M	Police Officer	32,500.	26,520.	600.		6,580.	33,100.
Timothy Ruggeri	9/1/85 (30 day suspension) 4/25/90-5/26/90	5Y 3M	Police Officer	32,500.	26,520.	600.		6,580.	33,100.

Budget Title POLICE

Total Salary & Wages Budget

Page #

NAME OF EMPLOYEE	DATE		TERM		TITLE	1991		1990		LONGEVITY	PROPER		TOTAL	TOTAL
	CONT.	EMP.	CONT.	EMP.		BASE SALARY	SALARY	SALARY	SALARY		INCREMENT	ADJUSTMENT		
James Delaurentis		12/15/86	4Y	15D	Police Officer	30,000.	24,500.			500.			6,000.	30,500.
Joseph Mazzeo		1/15/87	3Y	11M	Police Officer	28,000.	23,000.			400.			5,400.	28,400.
Angel P. Mojica		8/15/87	3Y	4M	Police Officer	28,000.	23,000.			400.			5,400.	28,400.
Sean Locantore		9/1/88	2Y	4M	Police Officer	26,000.	21,000.			300.			5,300.	26,300.
Frank Lopez (K-9)		9/1/88	2Y	4M	Police Officer	26,000. +500.	21,400.			300.			5,400.	26,800.
Michael Carrelli		9/1/88	2Y	4M	Police Officer	26,000.	21,000.			300.			5,300.	26,300.
Stephen Zoyac		9/1/88	2Y	4M	Police Officer	26,000.	21,000.			300.			5,300.	26,300.
Mark Fiorentino		2/26/90		10M	Police Officer	22,000.	18,000.			100.			4,100.	22,100.
Joell Frederico		2/26/90		10M	Police Officer	22,000.	18,000.			100.			4,100.	22,100.
Gerardo Martinez		2/26/90		10M	Police Officer	22,000.	18,000.			100.			4,100.	22,100.

F.O.P. CONTRACT OVERTIME

\$30,000.00

Budget Title POLICE

Total Salary & Wages Budget

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NAME OF EMPLOYEE	DATE		TERM		TITLE	1991 BASE SALARY	1990 SALARY	LONGEVITY	PROPER INCREMENT	TOTAL ADJUSTMENT	TOTAL
	EMP.	CONT.	EMP.	CONT.							
Gregory Crescenzo	1/1/88		3Y		Fire Marshall	21,500.	19,000.	300.		2,800.	21,800.

Budget Title      UNIFORM FIRE CODE

Total Salary & Wages Budget

Page #

NAME OF EMPLOYEE	DATE CONT.	TERM CONT.	TITLE	BASE SALARY (1992)	1991 SALARY	LONGEVITY	PROPER INCREMENT	TOTAL ADJUSTMENT	TOTAL
Mike Delaurentis	11/1/61	30Y 2M	Police Chief	50,500.	48,000.	3,100.		5,600.	53,600.
Frank Lasasso	9/58; 2.64; 5-65; 10/66 9/67	31Y 1M	Captain	43,000.	44,100.	3,200.		2,100.	46,200.
William Pincio	5/1/64-10/16/70; 3/16/71-7/4/72 8/16/73	26Y	Lieutenant	39,000.	39,800.	2,600.		1,800.	41,600.
Joseph Maimone	2/16/70	21Y 10M	Lieutenant	39,000.	39,400.	2,200.		1,800.	41,200.
Salvatore Ganzoza	1/1/72	20Y	Lieutenant	39,000.	39,200.	2,000.		1,800.	41,000.
Robert Frederico	2/16/66 (60 day suspension) <del>Sergeant</del> 4/25/90-6/23/90) 25Y 8M Lieutenant/Detective	<del>34,000.</del> +600.		<del>38,000.</del> 40,000.	2,600.			<del>2,200.</del> 42,000.	42,000.
Edward Aiello	2/1/66	23Y 11M	Sergeant	37,000.	37,500.	2,600.		2,100.	39,600.
Frank Ingemi (K-9)	11/15/70	21Y 1M	Sergeant	37,000.	37,600.	2,200.		2,200.	39,800.
John Mavilla	7/1/71-1/4/72 10/16/76	15Y 8M	Sergeant	37,000.	36,500.	1,600.		2,100.	38,600.
David Ness	4/1/77	14Y 9M	Sergeant	37,000.	36,400.	1,500.		2,100.	38,500.
Charles Shearra	5/16/67	24Y 7M	Police Officer	34,000.	34,900.	2,500.		1,600.	36,500.
Anthony Scaltrito	4/16/71	20Y 8M	Police Officer Assign. Det.	34,000.	35,000.	2,100.		1,700.	36,700.
John Panepinto	8/16-69-73 9/16/73	22Y 2M	Police Officer	34,000.	34,700.	2,300.		1,600.	36,300.
Robert Cramer	4/27/82	9Y 8M	Police Officer (Det.)	34,000.	33,900.	1,000.		1,700.	35,600.
Robert Jones	9/1/85	6Y 4M	Police Officer	34,000.	33,600.	700.		1,700.	35,300.
Nicholas Salvatore	9/1/85	6Y 4M	Police Officer	34,000.	33,100.	700.		1,600.	34,700.
Timothy Ruggeri	9/1/85 (30 day suspension) 4/25/90-5/24/90) 6Y 3M		Police Officer	34,000.	33,100.	700.		1,600.	34,700.

Budget Title Police Total Salary & Wages Budget \_\_\_\_\_

NAME OF EMPLOYEE	DATE CONT. EMP.	TERM CONT. EMP.	TITLE	1992 BASE SALARY	1991 SALARY	LONGEVITY	PROPER INCREMENT	TOTAL ADJUSTMENT	TOTAL
James DeLaurentis	12/15/86	5Y	16D Police Officer	34,000.	30,500.	600.		4,100.	34,600.
Joseph Mazzeo	1/15/87	4Y	11M Police Officer	31,500.	28,400.	500.		3,600.	32,000.
Angel P. Mojica	8/15/87	4Y	4M Police Officer	31,500.	28,400.	500.		3,600.	32,000.
Sean Locantore	9/1/88	3Y	4M Police Officer	29,500.	26,300.	400.		3,600.	29,900.
Frank Lopez	9/1/88	3Y	4M Police Officer	29,500. +600.	26,800.	400.		3,700.	30,500.
Michael Carrelli	9/1/88	3Y	4M Police Officer	29,500.	26,300.	400.		3,600.	29,900.
Stephen Zoyac	9/1/88	3Y	4M Police Officer	29,500.	26,300.	400.		3,600.	29,900.
Mark Fiorentino	2/26/90	1Y	10M Police Officer	25,500.	22,100.	200.		3,600.	25,700.
Joell Frederico	2/26/90	1Y	10M Police Officer	25,500.	22,100.	200.		3,600.	25,700.
Gerardo Martinez	2/26/90	1Y	10M Police Officer	25,500.	22,100.	200.		3,600.	25,700.

F.O.P. CONTRACT OVERTIME \$30,000.00

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NAME OF EMPLOYEE	DATE CONT.	TERM CONT.	TITLE	1992 BASE SALARY	1991 SALARY	LONGEVITY	PROPER INCREMENT	TOTAL ADJUSTMENT	TOTAL
Gregory Crescenzo	1/1/88	4Y	Fire Official	23,500.	21,800.	400.		2,100.	23,900.

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NAME OF EMPLOYEE	DATE EMP. CONT.	TERM CONT.	TITLE	BASE SALARY (1993)	1992 SALARY	LONGEVITY	PROPER INCREMENT	TOTAL ADJUSTMENT	TOTAL
Mike Delarentis	11/1/61	31Y 2M	Police Chief	54,000.	53,600.	3,200.		3,600.	57,200.
Frank LaSasso	9/58; 2.64; 5-65; 10/66 9/67	32Y 1M	Captain	45,000.	46,200.	3,300.		2,100.	48,300.
William Pinto 5/1/64-10/16/70; 3/16/71-7/4/72	8/16/73	27Y	Lieutenant	41,000.	41,600.	2,700.		2,100.	43,700.
Joseph Maimone	2/16/70	22Y 10M	Lieutenant	41,000.	41,200.	2,300.		2,100.	43,300.
Salvatore Capozza	1/1/72	21Y	Lieutenant	41,000.	41,000.	2,100.		2,100.	43,100.
Robert Fredericko	2/16/66 (60 day suspension) 5-29-67 4/25/90-6/23/90	26Y 8M	<del>Lieutenant</del> Sergeant	41,000. +700.	40,300. 44,200.	2,700.		2,200.	46,400.
Edward Attilio	2/1/66	26Y 11M	Sergeant	39,000.	39,600.	2,700.		2,100.	41,700.
Frank Ingemi (K-9)	11/15/70	22Y 1M	Sergeant	39,000.	39,800.	2,300.		2,200.	42,000.
John Mavilia	7/1/71-1/4/72 10/16/76	16Y 8M	Sergeant	39,000.	38,600.	1,700.		2,100.	40,700.
David Nass	4/1/77	15Y 9M	Sergeant	39,000.	38,500.	1,600.		2,100.	40,600.
Charles Shatta	5/16/67	25Y 7M	Police Officer	35,500.	36,500.	2,600.		1,600.	38,100.
Anthony Scaltrillo	4/16/71	21Y 8M	Police Officer Assign Det	35,500.	36,700.	2,200.		1,700.	38,400.
John Panepinto	8/16-69-73 9/16/73	23Y 2M	Police Officer	35,500.	36,300.	2,400.		1,600.	37,900.
Robert Cramer	4/27/82	10Y 8M	Police Officer	35,500.	35,600.	1,100.		1,700.	37,300.
Robert Jones	9/1/85	7Y 4M	Police Officer	35,500.	35,300.	800.		1,700.	37,000.
Nicholas Salvatore	9/1/85	7Y 4M	Police Officer	35,500.	34,700.	800.		1,600.	36,300.
Timothy Ruggeri	9/1/85 (30 day suspension) 4/25/90-5/24/90	7Y 3M	Police Officer	35,500.	34,700.	800.		1,600.	36,300.
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Budget Title	Police			Total Salary & Wages Budget					

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NAME OF EMPLOYEE	DATE EMP. CONT.	TERM EMP. CONT.	TITLE	199 3 BASE SALARY	199 2 SALARY	LONGEVITY	PROPER INCREMENT	TOTAL ADJUSTMENT	TOTAL
James DeLaurentis	12/15/86	6Y 16D	Police Officer	35,500.	34,600.	700.		1,600.	36,200.
Joseph Mazzeo	1/15/87	5Y 11M	Police Officer	35,500.	32,000.	600.		4,100.	36,100.
Angel P. Mojica	8/15/87	5Y 4M	Police Officer	35,500.	32,000.	600.		4,100.	36,100.
Dean Locantore	9/1/88	4Y 4M	Police Officer	33,000.	29,900.	500.		3,600.	33,500.
Frank Lopez	9/1/88	4Y 4M	Police Officer	33,000. +700.	30,500.	500.		3,700.	34,200.
Michael Carrelli	9/1/88	4Y 4M	Police Officer	33,000.	29,900.	500.		3,600.	33,500.
Stephen Zoyac	9/1/88	4Y 4M	Police Officer	33,000.	29,900.	500.		3,600.	33,500.
Mark Fiorentino	2/26/90	2Y 10M	Police Officer	29,000.	25,700.	300.		3,600.	29,300.
Joell Frederico	2/26/90	2Y 10M	Police Officer	29,000.	25,700.	300.		3,600.	29,300.
Gerardo Martinez	2/26/90	2Y 10M	Police Officer	29,000.	25,700.	300.		3,600.	29,300.

F.O.P. CONTRACT OVERTIME	\$30,000.00
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